

EVALUATION OF STAFF

The Board of Education recognizes that a well-developed and rigorously administered evaluation process is key to securing and maintaining an effective District workforce. The Board views the evaluation of all staff as an essential tool for improving individual performance and the District's overall ability to meet its educational objectives to improve student growth and achievement.

To these ends, the Superintendent shall ensure that evaluations of all regularly employed staff are conducted annually, that the results of the evaluations are thoroughly documented, and that administrators and supervisors are properly trained to conduct evaluations. The procedures and process used to evaluate staff shall be in compliance with applicable Civil Service Law, Education Law, regulations of the Commissioner of Education, and the District's collective bargaining agreements.

Exempt staff, those not subject to a collective bargaining agreement, shall be evaluated no later than August 1st for the prior school year. Evaluation procedures and tools for exempt staff shall be no less rigorous than those used for represented staff. All evaluation documents shall be maintained by the Department of Human Capital Initiatives and shall be available to employees. The District's Annual Professional Performance Review plans will be published on the District's website.

References: NYS Education Law §3012-c
8 NYCRR §30-2
8 NYCRR §100.2(o)(1)

NOTE: This policy replaces the former "Evaluation of Teaching Staff" policy (0330), "Evaluation of Administrative Staff" policy (0335), and "Evaluation of Support Staff" policy (0340).

Adopted September 26, 2013 pursuant to Resolution No. 2013-14: 244.